



FIRST STEPS TOGETHER
CARE SERVICES

Job Title:	Senior Residential Support Worker
Salary:	£32,000 - £35,000
Location:	Hyde, Greater Manchester
Hours of Work:	Full Time 40 hours per week including shifts sleeps and weekends
Line Manager:	Registered Manager
How to apply:	Request an application pack – recruitment@fstmanagement.uk
Contact Details:	0330 118 0974 (Option 2)

First Steps Together is looking for a superhero as we believe that everyone that works with children in care are just that.

First Steps Together have been working with children and young people with various types of need for the last 2 years, primarily around education. We currently have a number of educational/school settings in the Greater Manchester area. We are new to the residential area of care but have experienced teams within the organisation.

This means we are well versed in regulations and your day won't feel like a fight to get the things you need to care for your home, team and the young people. We'll work in a collaborative way with you, so You'll will be fully supported to make the best home possible for your young people, you'll have autonomy over the aspects that matter and report to Sener leadership on your choices and movements in your home.

Purpose of the Role

To support the Registered Manager and Deputy Manager in the effective day-to-day running of the children's home, ensuring high standards of care, safeguarding, and compliance with Ofsted regulations. The Senior Residential Support Worker will lead by example, promote a nurturing environment, and contribute to the development and wellbeing of children and young people with complex needs.

Key Responsibilities

Leadership & Management

- To support the Registered & Deputy Manager of the home and work with OFSTED, regulation 44 visitors and head office team where required in support of the home and the Manager.
- To pro-actively support culture for positive change to deliver a service that's fit for the care of our young people.
- To support the Registered Manager and Deputy Manager in ensuring an excellent standard of care that is underpinned by agreed therapeutic approaches that fits in line with relevant legislation, procedures, policies and 'Statement of Purpose' for the home.
- To work as a key worker for young people OR support Key workers maintaining their files/records.
- Working with the wider team to produce, support on and progress development plans for the young people living in your children's home service that ensures high quality, informed practice.
- Support leadership in Co-ordinating and monitoring quality of care, casework and administrative functions of the home and evaluate standards of performance against targets.
- To support the Registered and Deputy Manager, assist and supervise in the continual assessment of children's needs and to identify and prepare specific development plans, working with partners where appropriate, to ensure the most appropriate child centered provision.
- To support with recruitment of new staff members (interviews, show arounds) etc
- To support in identifying gaps in knowledge within the team and contributing to training & development programme to enable staff to provide the necessary skills and expertise to meet the needs of children and perform their role.
- To support in functions of administrative procedures are adhered to and to work within the home budget.
- Support the development of therapeutic relationships between staff, children and other stakeholders. Liaise with various internal/external multi-disciplinary teams to ensure the care needs of our cared for children are met effectively and in a timely manner.
- support in safe management of the home, including budget management (petty cash), health and safety regulations, statutory regulations, adequate staffing levels and when needed to be part of an on-call system.
- Ensure that professional behaviour is demonstrated by all staff at all times.
- Support the service provision and be a support point for advice and coaching to all staff within the home.
- Ensure all clinical practices and medication processes within the home are conducted in line with legislation.
- Work with managers to ensure that staff work together and with others towards meeting the emotional and physical needs of the children and planning for positive outcomes.
- Responsibility for safeguarding and promoting individual rights, providing good quality care where differences are respected and valued.
- Supporting the Registered Manager with liaising with regulatory organisations in relation to the way the home is managed ensuring all necessary documentation required by regulators

are completed to a high standard and be available for inspections/checks or interviews as requested.

- Promote appropriate relationships between staff, children and families, promoting the children's involvement and participation in the day-to-day life of the home.
- Maintain a homely, nurturing, clean and safe environment; ensure that the physical state of the building is maintained to a high standard and that all repair/maintenance problems are reported and chased up promptly.
- Support in a range of corporate and management activities as defined by the Senior Leadership Team
- To act as organisation spokesperson in some meetings as defined by Registered Manager i.e. in team meetings, in annual review meeting with young person social worker etc.
- To act up into the Deputy manager role in the case of short/long term absence from work including sickness or holidays.
- Any other such duties as may be required from time to time by Management.

Skills & Qualifications

Essential:

- Level 3 Diploma in Residential Childcare (or equivalent) and willingness to work towards Level 5 Leadership & Management.
- Minimum 2 years' experience in a children's residential setting.
- Strong understanding of safeguarding, child development, and trauma-informed care.
- Excellent communication, leadership, and organisational skills.

Desirable:

- Experience supporting children with SEND or complex behavioural needs.
- Knowledge of Ofsted inspection frameworks and quality assurance processes.

Safeguarding

Here at First Steps Together, we're committed to safeguarding the welfare of children and young people and promoting that commitment. We expect all our staff and volunteers to share in it, too, which is why – as part of the selection process – we'll carry out all the necessary checks to ensure you don't pose any risk of harm in your role here.

Join us and you'll be expected to actively contribute to our safeguarding commitment and promote child welfare in line with the school's Child Protection Policy. If ever there's a concern or issue, you'll be ready to report it to your Designated Safeguarding Lead or, in their absence, any Deputy Safeguarding Lead.

Review

The nature of this role means that this job description will be subject to an annual review with the potential for amendment or modification at any time after consultation directly with you. It by no means acts as a comprehensive statement of procedures and is just a way of setting out all the main expectations we'll have of you, here in the role as you deliver an impassioned and truly caring experience to our young people.